



# INDIAN PHOSPHATE LIMITED

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## Policy Against Retaliation

### General Statement of the Policy Against Retaliation

Staff/ Team Mates shall not intimidate or take retaliatory action, as defined below, against any member of the community or a relative of such a person who is an employee, who makes a report of the type defined below in good faith and without malice.

This Policy also prohibits persons from knowingly and intentionally making a report of non-compliance that is false.

### Types of Reports Covered by The Policy Against Retaliation

- The prohibition against retaliation applies to:
- The disclosure of information concerning conduct that the reporter believes is illegal or in violation of company policies;
- The provision of information or testimony to, or the filing of a complaint initiating proceedings before, a duly constituted investigatory body
- Disclosures made during compliance review or a peer review process;
- The filing of a legitimate complaint or incident report

**Types of Retaliation that Are Prohibited:** The types of retaliation that are prohibited include but are not limited to:



- A. Intimidation;
- B. Adverse actions with respect to the reporter's work assignments, salary, vacation, and other terms of employment;
- C. Unlawful discrimination;
- D. Termination of employment;
- E. Threats of any of the above.

### **Sanctions for Violation of the Retaliation Policy**


Individuals who violate this policy shall be subject to appropriate disciplinary proceedings and they may be subjected to the full range of available sanctions, up to and including termination of employment or dismissal from an academic program.

Persons who knowingly and intentionally make a false report of non-compliance may also be subjected to the full range of available sanctions, up to and including termination of employment.

### **Offices That the Reporter May Consult**

There are many resources available to individuals who are concerned about retaliation. These include:

- The Division of Human Resources
- Immediate Reporting Authority
- The Director

For INDIAN PHOSPHATE LIMITED  
  
DIRECTOR